

## Operational Staff Pay Settlement 2012 - 13

### Report of the Chief Fire Officer

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#### 1 Purpose of Report

This report brings to the attention of the Committee the contents of Circulars EMP/13/12, NJC/05/12 and NJC/05/12, which detail the 2012 pay settlement for operational staff; firefighters, both wholetime and retained duty system; and Fire Control specific roles.

#### Recommendations

The Committee is asked to note the contents of this report.

#### 2 Background

A pay claim was received in March 2012 nationally, requesting a rise equal to the percentage increase in inflation, as identified by the Retail Price Index, which became available in June 2012 (EMP/03/12). The figure identified in June 2012 was 3.5%. At that stage the Employers' side was minded to consider a pay offer but was "*interested in achieving some element of reform to conditions of services*" (EMP/08/12). Talks continued on the matter during the summer (EMP/10/12) and the Fire Brigades Union (FBU) consulted its members on what it believed a settlement could look like (EMP/12/12). That consultation made reference to a number of elements that were discussed in negotiation (EMP/11/12), specifically:

- Commitment to work jointly and with a view to reaching agreement on reform of the pay frameworks alongside terms and conditions; that review to conclude by June 2013;

- Commitment to a separate, evidence-based, shorter-term review on appropriate mileage rates; and
- A potential increase of 1% on basic pay (excluding Continuous Professional Development (CPD) and national allowances).

### 3 Pay Settlement Details

Three Circulars were issued on 12 September 2012, detailing the pay settlement to be awarded to operational staff in 2012.

#### **NJC/05/12 specifies:**

- The pay award, which is 1%
- The effective date, which is 1 July 2012
- That the award is not applied to CPD payments or to allowances set at national level
- That both sides commit to work jointly on changes identified by each side, to ensure that there is a pay framework, alongside terms and conditions, in the fire and rescue services, which reflect the responsibilities of and current and future demands
- That a joint review will consider the appropriate level of mileage rates in the fire and rescue services on a robust and objective basis.

#### **NJC/06/12 specifies:**

- The rates of pay for the roles covered.

#### **EMP/13/12 specifies:**

- The detail, history and process behind the pay claim and subsequent settlement
- What issues the Employers' side took into account in reaching this agreement, including the financial challenges facing fire authorities / economic pressures on the workforce / government policy on public sector pay / the desire for reform of terms and conditions and the views of interested parties
- The key difference between this group of staff and local authority, non-uniformed staff is that the latter have not received a pay offer for 2012/13. Local authority staff have an incremental pay structure, which continues to provide local level pay increases for a substantial number of employees. In addition, employee pension contributions for operational staff have increased by 0.6% in April and this was not the case for local authority staff.

- Employers had stated, following the June 2012, meeting that they were minded to make some level of pay award linked to commitments in respect of reform of conditions of service. Thus, as stated in NJC/5/12, the Employers' side looks forward to working jointly with the Employees on review of mileage rates as well as the reform review, which will include issues, such as pay structure and terms and conditions of employment.

#### **4 Financial Implications**

Provision has been made within the budget for the pay award.

#### **5 Legal Comment**

There are no legal implications associated with this report.

#### **6 Equality Impact Assessment**

As this report refers to national work, following the settlement of an ongoing pay claim, an Equality Impact Assessment is not necessary.

#### **7 Appendices**

##### **Appendix A**

Circular EMP/13/12

##### **Appendix B**

Circular NJC/05/12

##### **Appendix C**

Circular NJC/06/12

#### **8 Background Papers**

National Joint Council (NJC) for Local Authority  
Fire and Rescue Services Circulars

- EMP/03/12
- EMP/08/12
- EMP/10/12
- EMP/11/12
- EMP/12/12

Hard copies of the above Circulars will be provided on request.